Full Time Support overview for the National Commission on the Future of the Army

Agenda

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Full-Time Support

What is it?

- **Full-Time Support** is permanent full time manpower that executes the Service Secretary responsibilities for the reserve components.

- **Department of the Army Specified Functions Title 10 USC § 3013**: Recruiting, Organizing, Supplying, Equipping, Training, Servicing, Mobilizing, Demobilizing, Administering, Maintaining, Construction and repair of equipment and buildings**.**

- **Categories of Full-Time Support:** Active Component (AC), Active Guard and Reserve (AGR), dual status technicians, non-dual status technicians (NDSTs) and DA Civilians (DACs)

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10 US Code § 10216 - Military Technicians (Dual Status) is a Federal civilian employee employed under section 3101 of title 5 or section 709 (b) of title 32; is required as a condition of that employment to maintain membership in the Selected Reserve; to organize, administer, instruct, or train the Selected Reserve or in the maintenance and repair of supplies or equipment issued to the Selected Reserve or the armed forces.

10 US Code § 10217 - Non-dual Status Technicians: is employed under section 709 of title 32 in a position designated under subsection (c) of that section and when hired was not required to maintain membership in the Selected Reserve.

10 US Code § 12310 - Active Guard and Reserve Duty: a member of a reserve component ordered by the Secretary to active duty pursuant to section 12301 (d) of this title to perform Active Guard and Reserve duty organizing, administering, recruiting, instructing, or training the ***reserve components***.

32 U.S. Code § 315 - Detail of Regular Members of Army to Duty with National Guard: The Secretary of the Army ***shall*** detail commissioned officers of the Regular Army to duty with the Army National Guard of each State. With the permission of the President, an officer so detailed may accept a commission in the Army National Guard or the Air National Guard, as the case may be, terminable in the President's discretion, without prejudicing his rank and without vacating his regular appointment. The Secretary of the Army ***may*** detail enlisted members of the Regular Army for duty with the Army National Guard of each State.

32 U.S. Code § 709 - Technicians: Employment, Use, Status: Employed in organizing, administering, instructing, or training of the National Guard; the maintenance and repair of supplies issued to the National Guard or the armed forces.

DOD Policy Guidance

Categories of Full-Time Support: Active Component (AC), Active Guard and Reserve (AGR), dual status technicians, non-dual status technicians (NDSTs) and DA Civilians (DACs)

It is DOD Policy (DODI 1205.18): The RCs maintain a cadre of FTS personnel who are primarily responsible for assisting in the organization, administration, recruitment, instruction, training, maintenance and supply support to the RCs.

FTS Program Goals A force that is capable of ensuring the accomplishment of these RC readiness goals:

1. Mobilizing and enhancing the deployability of RC units and personnel.

2. Achieving established unit readiness and deployability standards.

3. Training Selected Reserve personnel in their military occupations to ensure their skill qualification and readiness.

4. Recruiting and manning RC units.

5. Maintaining unit equipment, facilities, supplies, and records.

6. Providing RC advice, expertise, and liaison to AC activities, the Secretaries of the Military Departments, the Joint Chiefs of Staff, the Combatant Commanders, the Secretary of Defense, and the Secretary of Homeland Security; assist in the development of policy and procedures.

7. Providing AC experience, advice, doctrinal expertise, and liaison to RC units.

8. Supporting Total Force integration initiatives and RC missions.

FTS Foundational Functions

Function	Activities
Recruiting	**Recruiting** - Lead Development, Military Entrance Processing Station, Initial Entry Training, Scheduling, contracting, eligibility determination, Recruit Sustainment Program **Retention –** Evaluation, counseling
Organizing	Documenting, Application of Force Design Updates, stationing feasibility analysis, new equipment integration, new equipment training, Readiness
Supplying	**Supplies** - Accountability (Hand-receipt, Inspections), Order / Receive / Store / Issue, Funds Management (e.g. Class I, III, IX), **Equipment/Aircraf**t - Accountability (PBO, CoC Inventory, Hand-receipt, Inspections), Planning (e.g. preparation for exercises), Order / Receive / Store / Issue, Funds Management, Maintenance Management, HAZMAT Program, Modification Work Orders, Rebuild Program, Calibration Program, Army Oil Analysis Program, Maintenance Reporting, Safety of Use Messages, Command Inspection
Training	**Individual Training -** Plan / Coordinate / Execute / Monitor Individual and Crew Mandatory, Weapons, Vehicle, ABCS Operator **Collective Training -** Plan / Coordinate / Execute / Monitor -AT, MUTA, Range, Logistics, Safety Training (e.g. Ground, Fuel Handling, Field Exercise, Ammo/Range, Aviation), IT - Military (Deployable) ABCS Integration **Specialty Training** (e.g. SRC / MOS / Branch specific), training / Maintenance (e.g. inspections, CSDP, OIP, etc)
Mobilizing	Readiness Planning / Readiness evaluation, Solider Readiness Processing (SRP) compliance screening and validation, Post Mobilization Training Support Requirements identification and coordination, facility coordination.
DeMobilizing	**Personnel** – Administrative Separation, Line of Duty Determination and documentation, **Equipment** – Accountability, reception and processing, Repair, Reset, Reconfigure, SDT, Divestment, Dispose or Store
Administering	**Management** by Function (e.g. provide oversight to area of expertise such as supply, personnel), Readiness, Management of Resources (i.e. fuel, finance, training areas, etc), Reporting, Personnel Security (Security Clearances), Medical - Plan / Coordinate / Maintain Medical Protection System (MEDPROS) , Line of Duty (LOD), - Periodic Health Assessment (PHA), Behavioral Health (Post Deployment), Case Management (e.g. handling non-deployables to get them to deployable status), Medical Evaluation Board (MEB), Suicide Prevention, Medical Logistics (Class VIII) (SRC Specific), Personnel / Actions, Promotions and seperations, Soldier Readiness Program (SRP), Senior Leader Inquiries (e.g. FED, State, Local, EEO, IG), DA Directed Programs (e.g. Family Readiness Program, Anti-Terrorism / Force Protection (ATFP), etc), Retrieve Unexecused Absence (UA), Physical Security, Plan / Execute Assemblies
Other	**Daily Functions required in execution of operational missions and readiness preparation as authorized in Title 5, 10, 32** **Safety** Facilities **Information Technology (IT)** - Non-Deployable / Fixed IT *(e.g. SIPR, DCPDS, DCPS, TASS System Support)*

The Army Full Time Support Program: Is administered by the Chief of the National Guard Bureau and the Chief of the Army Reserve (10 USC 10503 & GO 2012-1)

Requirements: RC FTS is determined by the Army Manpower Requirements Process to sustain foundational activities. It applies a uniform methodology to determine organizational workload (HQDA, FORSCOM, and JFHQs)

FTS Ramp: In January 2001, HQDA G3-FM published a ramp to increase RC FTS authorizations through FY12 during POM 03-07

AC to RC Support: In 2005, Congress agreed to reduce (Title XI) from 5K to 3.5K

Report to Congress 2008 NDAA required the Secretary of the Army to report FTS requirements - Current workload based requirements are: ARNG 89K and USAR 34K

Programmed FTS reductions: FY15-17 based on projected end strength and force structure reductions

Manpower Requirements Determination

- IAW AR 570-4, US Army Manpower Analysis Agency oversees the application of a standardized MRD methodology Army-wide to develop and/or validate manpower models, studies and concept plans
  - Determine the minimum essential requirements necessary to accomplish specific mandated functions
  - Cyclic in nature; continuous process to identify, validate and revalidate requirements on a 3 to 5 year cycle
  - Approximately 55% of all Reserve COMPO FTS requirements are currently validated
- When completely validated, the majority of FTS requirements will be defined by models (97% ARNG; 83% USAR)
  - As workload drivers or force structure changes, these models can be re-applied
  - Model re-validation is less time consuming than the initial model build
- FTS functions being modeled provide a foundational level of individual readiness to set conditions for collective training and organizational readiness
- Validated FTS requirements serve as a baseline for resourcing and a point of departure for discussions of risk

FTS Foundational Functions

Unit Mission: To provide Military Police Support to an assigned area of operations and is employed to execute all MP functions

MP

Driver Impact
- Administer 3*
- Training   1
- Maintain   2

Req't / Auth

6   /   3.6

167 PAX
200 LINs $_{1,972\ ea}$
38 HUMMVs
25 trailers
43 Vehicles

   * Includes working supervisor

Company Combat Support
SRC 19477R0

MP

Driver Impact
- Administer 2
- Training   2
- Maintain   1

Req't / Auth

5   /   3

63 PAXS
177 LINs $_{466\ ea}$
20 Vehicles
 5 Trailers

HHD
MP Battalion Combat Support
SRC 19476R0

Requirements by Component

FTS Requirements Validation Status for ARNG: 97% of Total covered by 52 separate models

	AGR	MILTECH	DAC	TOTAL
Validated by USAMAA*	32,499	11,965	1,271	**45,735**
Currently in Progress	7,135	25,931	0	**33,066**
Remaining / Projected **	3,416	6,550	0	**9,966**
TOTAL	**43,050**	**44,446**	**1,271**	**88,767**

* Includes ATOMM model application
** Does not include 1,786 requirements on COMPO 1 documents

FTS Requirements Validation Status for USAR: 83% of Total covered by 18 separate models

	AGR	MILTECH	DAC	TOTAL
Validated by USAMAA *	10,720	7807	0	**18,527**
Currently in Progress	1,954	890	974	**3,818**
Remaining / Projected **	5,220	859	901	**6,980**
TOTAL	**17,894**	**9,556**	**1,875**	**29,325**

* Includes ATOMM model application
** Does not include 5,169 requirements on COMPO 1 documents

90K Requirements

18 K Joint Force Headquarters and RRB HQs - State
4.1 K: Troop Command and Echelons Above Brigade
4 K: Training Sites / Centers
22.8 K: Brigade and Below
21.7 K: Ground Maintenance
9.9 K: Aviation Maintenance & Operations
.5 K: Army Contingency Force (ACF) Enablers
8.1 K: Title 10 and Directed Requirements
1.7 K: Congressional Mandated

60K Authorizations
(At 67% of Requirements)

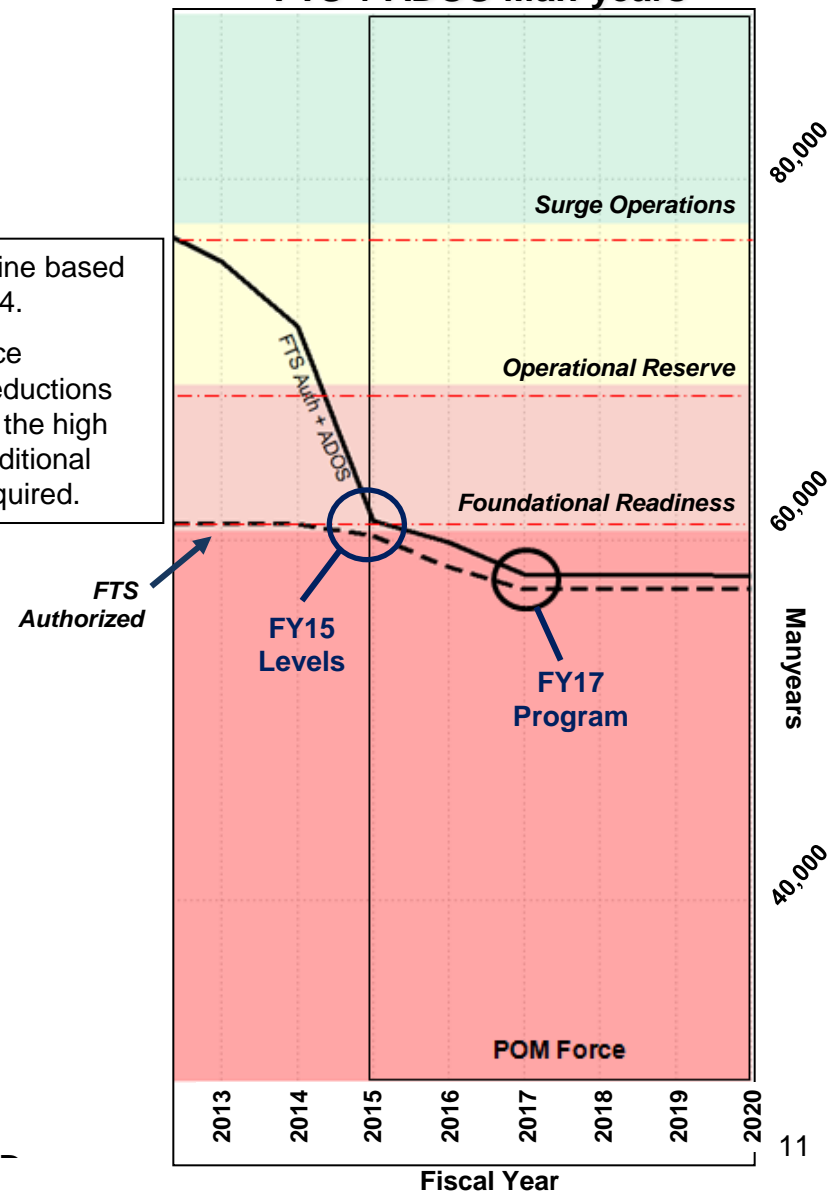| |
|---|
| 11.5 K: Joint Force Headquarters and RRB HQs - State |
| 2.6 K: Troop Command and Echelons Above Brigade |
| 2.5 K: Training Sites / Centers |
| 14.5 K: Brigade and Below |
| 13.8 K: Ground Maintenance |
| 6.3 K: Aviation Maintenance & Operations |
| .3 K: Army Contingency Force (ACF) Enablers |
| **7.3 K: Title 10 and Directed Requirements** |
| **1.7 K: Congressional Mandated** |

51 K Filled at 62 %

7.3 K Filled at 90%

1.7 K Filled at 100%

Historical Analysis of FTS + ADOS Man-years

• High risk line based on AR 570-4.

• FY17 Force Structure reductions will change the high risk line; additional analysis required.

FTS Auth + ADOS

Surge Operations

Operational Reserve

Foundational Readiness

POM Force

FTS Authorized

FY15 Levels

FY17 Program

80,000
60,000
40,000

Manyears

Fiscal Year: 2013 2014 2015 2016 2017 2018 2019 2020

USAR FY17 FTS Risk

REQ

34.5K

Assume
Auth Rate
@ 79%
= 27.4K/34.5k

AUTH

27.4K Total

15K

(1,109 units)

DMOs at USAREC 180 Total

1st 90 days DEF, CBRNE, & EED (606 units) 6,765 Total

USAREC, HQDA, ACOMs, ASCCs, OSD, Joint Staff, and COCOMs (Above Line) 5,169 Total

HQDA & Congress. Mandated 257 Total

15k Left
To Distribute
Across entire
USAR Force
Structure

Affects
Numerator only

12,191
FTS filled
@ 100%

Problem is exacerbated by lack of TTHS for the AGR force – all schools, WTU, UCMJ, and etc. reduce fill rate

67% = 15k avail of 22.3k remaining requirement

15K to spread across 1,109 units Assuming spread evenly: Each of those 1,109 units Would be manned @ 67% of FTS requirement
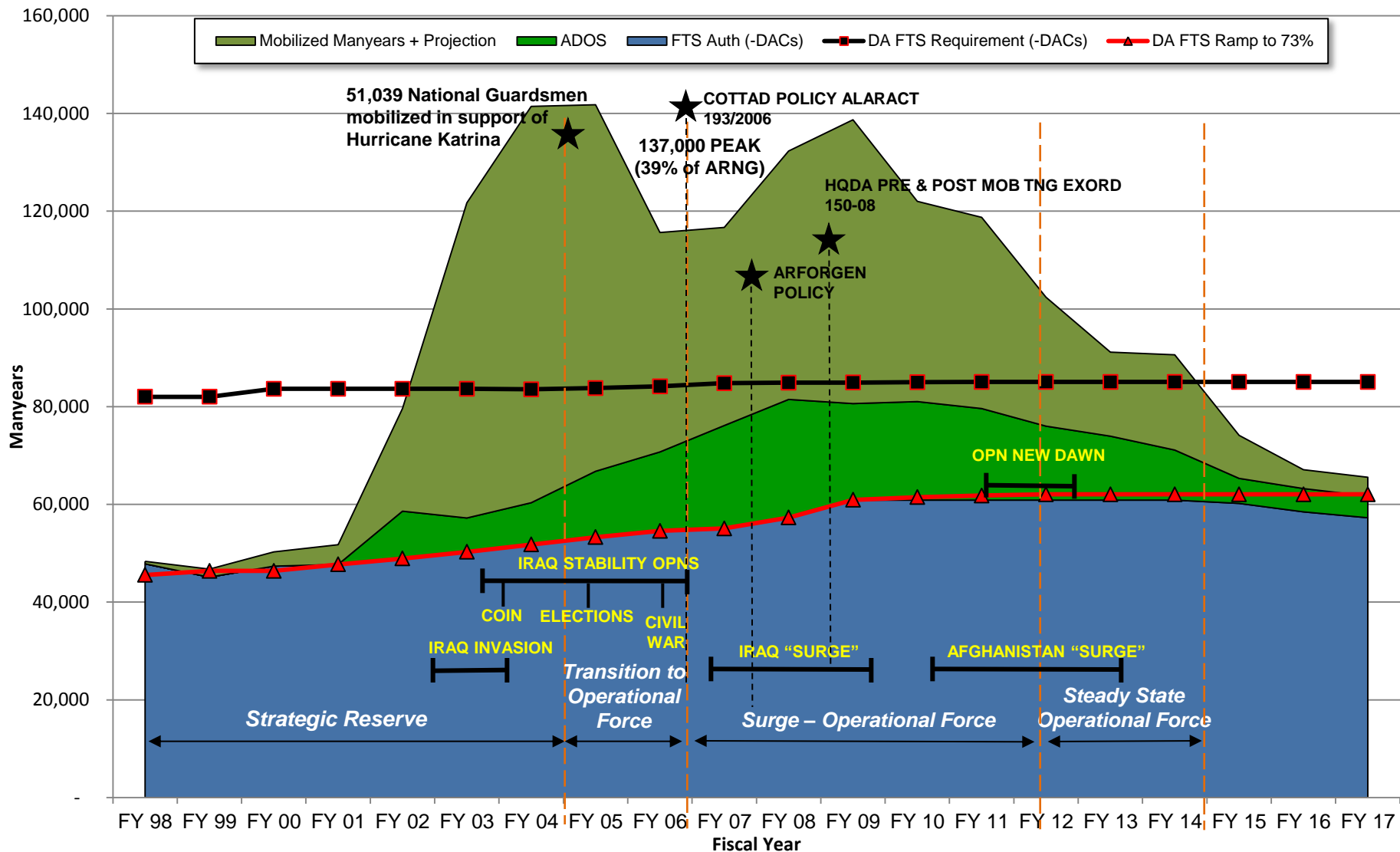
CAR/USARC Cmdr decision space is reduced – nearly 20% of AR FTS is in AC organizations that he cannot directly impact.
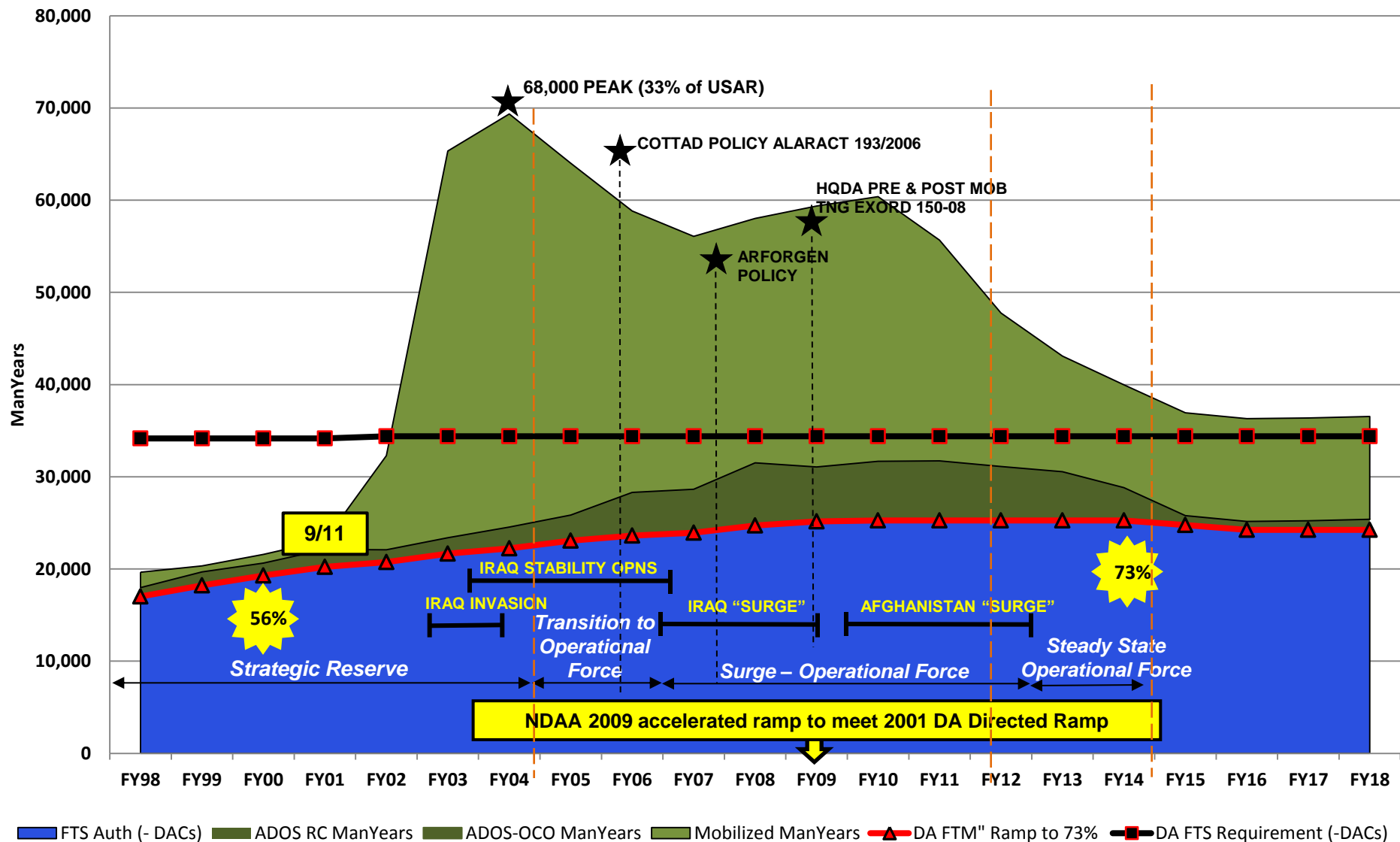
Back Up Charts

ARNG Manpower Utilization

51,039 National Guardsmen mobilized in support of Hurricane Katrina

★ **COTTAD POLICY ALARACT 193/2006**

137,000 PEAK (39% of ARNG)

HQDA PRE & POST MOB TNG EXORD 150-08

★ **ARFORGEN POLICY**

Legend:
- Mobilized Manyears + Projection
- ADOS
- FTS Auth (-DACs)
- DA FTS Requirement (-DACs)
- DA FTS Ramp to 73%

IRAQ STABILITY OPNS

COIN   ELECTIONS   CIVIL WAR

IRAQ INVASION

OPN NEW DAWN

IRAQ "SURGE"

AFGHANISTAN "SURGE"

Strategic Reserve *Transition to Operational Force* *Surge – Operational Force* *Steady State Operational Force*

Y-axis: Manyears (-, 20,000, 40,000, 60,000, 80,000, 100,000, 120,000, 140,000, 160,000)

X-axis: Fiscal Year (FY 98, FY 99, FY 00, FY 01, FY 02, FY 03, FY 04, FY 05, FY 06, FY 07, FY 08, FY 09, FY 10, FY 11, FY 12, FY 13, FY 14, FY 15, FY 16, FY 17)

USAR Manpower Utilization

FTS History

- **March 26, 1999**, memorandum signed by the Deputy Assistant Secretary (Force Management, Manpower and Resources) and the Director, Force Programs (BG Griffin):
- Recognizes FTS as a critical link to the interoperability of the Army
- Identifies 82,022 ARNG FTS requirements (39,675 AGRs and 42,347 Technicians)
- Validates the ARNG FTS critical requirement at 48,563 (23,500 AGRs and 25,063 Techs) for FY01

- **May 26, 1999**, memorandum from VCSA to CG, FORSCOM:
- Recognizes the importance of FTS to reserve component training and readiness
- Recognizes the growing role of the reserve components in meeting operational needs

- **January 18, 2001**, memorandum signed by the Acting Deputy Assistant Secretary (Force Management Manpower and Resources) and the Director, Force Management (BG Odierno):
- Recognizes FTS as a critical link to integration and interoperability
- Identifies 83,894 ARNG FTS requirements (41,565 AGRs and 42,329 Technicians)
- Validates a process to determine the DA High Risk manning level for FTS based on resourcing FT requirements at 90%, 80%, 70%, and 65% depending on unit priority (Force Packages 1-4)
- Establishes a ramp to increase ARNG FTS authorizations to 59,721 (30,402 AGRs and 29,319 Techs) by FY12

- **July 17, 2001**, memorandum adjusts ARNG AGR requirements up by 107 and the DA High Risk manning level up by 70 to mitigate the realignment of Title XI (AC to RC) support.

• **February 25, 2003**, memorandum validates an FTS Council of Colonels recommendation to increase the ARNG's AGR requirement by 798 to reflect new missions (Missile Defense, WMD-CSTs, HLS, and Transformation Installation Management)

• **December 7, 2005**, briefing to the RCCC:
• Responds to October 22, 2004 and August 22, 2005, VCSA taskings to assess and revalidate FTS requirements in light of modularity and ARFORGEN
• Proposes, for VCSA approval, a new RC FTS Model/Methodology to validate requirements
• Identifies areas of concern related to FTS shortfalls
• Documents VCSA approval; application of new methodology increases FTS requirements by approximately 1%

• **September 17, 2012**, Secretary of the Army letter to the Chairman of the House Committee on Armed Services:
• Responds to the FY09 HASC Report directing the "Secretary of the Army to review the projected five-year requirements for Army national Guard and Army Reserve full-time manning and implement a plan to increase full-time manning in both those components to the required levels"
• Acknowledges that increased reliance on the reserve components for operational missions and the conversion to modularity have increased requirements for FTS
• Identifies ARNG FTS requirements at 105,393
• States additional FTS resources are unlikely, given the current fiscal circumstances

Full-Time Support Definitions

➢ **AC Personnel:** AC members paid from AC military personnel appropriations assigned or attached to RC organizations or units by their respective services.

➢**AGR: Active Guard and Reserve:** federally funded <u>permanent</u> full-time military manpower under Title 10 or Title 32 authority.

➢ **CIV: Department of the Army Civilians:** federally funded civilian employees. Membership in the Selected Reserve is not a condition of employment.

➢ **MT: Military Technicians:** federally funded civilian employees (Mo-Fr) and <u>as a statutory condition of employment,</u> must be a ARNG or USAR Soldier.

➢ **NDST: Non-Dual Status Technicians:** federally funded civilian employees (Mo-Fr) with no requirement to be a Soldier. These employees perform installation functions (HR, Pay, Acquisition, IT). Strength is established in statute.

➢ **FTS: Full-Time Support/Manning:** The collective full-time workforce that supports day to day foundational readiness activities of the organization. Encompasses members of the Reserve Components (RC), Active Component (AC), Dual Status Military Technicians (DSMT), Non Dual Status Technicians (NDST), and Department of the Army Civilians (DAC), who are assigned for the purposes of organizing, administering, recruiting, instructing, training, or maintaining the ARNG and USAR.

Breakdown of Total Army FY16–20 TOA in PB16AF1.0 by Task (Size of Each Block Represents Total TOA Across the FYDP)